Welcome to your Latest HR Highlights

We are excited to share new insights and resources to help you cultivate a happier, healthier, and more financially resilient workplace.

In this edition, we focus on budgeting and spending over the festive period, offering essential tips and tools to promote wellbeing and education. Inside, you'll find insightful blogs, practical guides, and expert tips aimed at empowering your workforce.

Secondsight

The employee benefits people



Financial wellbeing during the festive season

The build up to the festive season is a time for joy and celebration, but for many employees, it can also be a time of struggle. Presents, parties, food, and additional travel, on top of the usual household costs, can turn this into one of the most financially stressful times of the year.

As an employer, you're in an ideal position to help support your team during this festive season. By providing financial education and resources, you can help your employees improve their financial wellbeing, reduce stress, and enter the New Year on a more stable footing.



Ways you can help

- **Provide access to financial education:** Equipping employees with knowledge is the first step towards helping them take control of their financial wellbeing. Consider providing workshops, webinars and resources on subjects such as budgeting, debt management, and responsible credit usage. Secondsight can support you with this.

- **Subscribe to an employee discount scheme:** Giving your employees access to discounts at major retailers can make space for essentials. Secondsight offers AspireHub, a cost-effective voucher marketplace that can help employees make big savings. Contact the team to see it could benefit your people.

- **Non-financial rewards**: Consider offering non-monetary benefits to alleviate stress this time of year. Extra time off, flexible working arrangements, or small festive gestures (like a festive meal or gift) can go a long way in boosting morale without stretching budgets.



An impact on employee wellbeing

As an employer, one of the best gifts you can offer over the Christmas period is support. By prioritising financial education and wellbeing, you're not just assisting with employees with the festive period, but helping them develop skills that can be used year round.

Use the opportunity to move away from short-term solutions and focus on creating a workplace culture that supports financial resilience year round. This will benefit you as an employer, as a team that feels secure and valued is one that’s more productive and engaged.

12 Days of Financial Wellbeing

Join us in the run-up to Christmas as we share the **12 Days of Financial Wellbeing**; a daily small money challenge designed to set your employees up for success in the New Year. Whether it's checking subscriptions or setting a spending limit, each task is quick and simple.

Follow along on our LinkedIn to see our daily posts, or download the full calendar to share with your employees.

CLICK HERE TO DOWNLOAD YOUR VERSION



National Grief Awareness Week

National Grief Awareness Week aims to break the silence around grief and encourage open, compassionate conversations. Encouraging people to recognise the impact of grief and to support anyone who may be finding things difficult after a loss.

The festive period can be particularly difficult. As an employer, it's important to be compassionate and mindful of employees' needs. Checking in on someone who may be struggling, offering a listening ear, or simply acknowledging their loss can have a meaningful impact.



Resources to share with your employees

- Helping someone through grief
- Grief support and self-care for bereavement
- Coping with grief at Christmas

Tips for coping with money worries during Christmas

With the rises in the cost of living, it can be ever harder to cope with the financial pressure of Christmas for those already struggling financially. Mind, the mental health charity, have come up with 7 tips to help manage the strain. Share this with your employees so they can see if any of the resources are helpful.

- **Access financial support**.
- **Make lists, plans or a budget**.
- **Be open with others**.
- **Look for local offers or events**.
- **Look for free or low-cost items online**.
- **Try to avoid comparisons.**
- **Be kind to yourself**.





Resources

Smart Money Newsletter

Here's a brief summary of what's included in this edition:

On page 5, we explore recent research that found 31% of parents with young children feel too busy to plan for their financial future.

On page 9, we go through how careful estate planning can allow you to share the wealth you have worked hard to build, support family milestones and potentially reduce your Inheritance Tax (IHT) liability.

On page 10, we assess how changes to the triple lock may affect pensions. With the future of the triple lock under discussion and a possible move to a double lock from 2030, it's worth considering what this could mean for your plans.

On page 12, we look at pensions and how retirement planning can work best for you.

Other articles include:

- How can you build financial freedom together?
- 2027 pension tax changes and your legacy
- Your essential 2026/27 tax year checklist
- Are your fiances as secure as you think in your 50s?

Download to read these and more. This can be shared with your employees.

DOWNLOAD HERE



Supporting Employees' Financial Wellbeing This Christmas



The festive season is a time of joy, but for many employees, it's also a time of financial pressure. With the cost of living crisis still squeezing household budgets, the added expense of Christmas can lead to stress, anxiety, and even financial hardship.

As an employer, you're in a unique position to help support your team during this challenging period. By providing financial education, tools, and resources, you can help your employees manage their money more effectively, reduce stress, and enter the New Year on a more stable footing.



Christmas brings increased financial demands with presents, food, travel, and festive activities, all of which can put strain on already tight budgets. There is also the rise of buy now, pay later platforms, like Klarna and Clearpay, that have made it that bit easier for people to overspend.

Buy now, pay later services can be helpful tools when used responsibly, but many people don't fully understand what these services are, how they work, or the risks involved.

Platforms like Klarna offer financial services similar to credit providers, however, they aren't regulated in the same way as traditional banks. This means they don't follow the same strict guidelines around responsible lending.

In Klarna's case, they assess your ability to pay by running a soft credit check when you use their services. This doesn't affect your credit score, but any missed payments or unpaid debts can be reported to credit agencies, potentially impacting your future ability to borrow. For employees already feeling financial stress, these risks can make a tough situation worse.





Supporting employees' financial health isn't just good for them, it can be good for business too. Read our blog on how you can help make a meaningful difference in supporting your employees' financial wellbeing this Christmas.

READ THE BLOG HERE

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If you missed previous editions, you can find archived issues on our HR Highlights page by clicking here.

Contact us at info@second-sight.com

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